

Colorado Independent Ethics Commission  
FY 2020 Strategic Plan and Budget Request



April Jones, Chair

Jo Ann Sorensen, Vice Chair

Dino Ioannides, Executive Director

# **Independent Ethics Commission Strategic Plan and Budget Request FY 2020**

## **I. Mission Statement**

The mission of the Colorado Independent Ethics Commission is to encourage, educate about, and enforce ethical conduct by public officials and employees pursuant to Article XXIX of the Colorado Constitution, and to maintain and improve the public's confidence in the integrity of Colorado government.

## **II. Agency Overview**

The Colorado Independent Ethics Commission ("the Commission" or "IEC") was created in 2006 pursuant to a voter-initiated amendment to the Colorado Constitution. The measure was on the ballot as Amendment 41 and became Article XXIX. Following enactment, the General Assembly passed the enabling legislation found at C.R.S. § 24-18.5-101, *et seq.* The Commission held its first meeting in December 2007, promulgated procedural rules in July 2008, and issued its first opinion in October 2008. The Commission last revised its rules in May 2018.

Pursuant to the Constitution and statute, the IEC is required to "hear complaints, issue findings and assess penalties, and also to issue advisory opinions on ethics issues arising under Article XXIX and other standards of conduct and reporting requirements as provided by law." Article XXIX, § 5(1). The Commission also issues letter rulings, which are provided for in C.R.S. § 24-18.5-101(4)(a) and (b). In addition, the IEC "shall conduct an investigation, hold a public hearing, and render findings on each non-frivolous complaint pursuant to written rules adopted by the Commission." Article XXIX § 5(c).

The Commission has jurisdiction over all state legislative and executive branch elected officials and employees, as well as elected officials and employees of all Colorado counties and municipalities, unless the county or municipality is a home rule jurisdiction that has adopted charters, ordinances, or resolutions that address the matters covered by Article XXIX.

The Commission consists of five members appointed by the Governor, the House of Representatives, the Senate, the Chief Justice of the Supreme Court, and the "fifth Commissioner", who must be a local government employee or official selected by the other four Commissioners. No more than two members may be from the same political party. The current members of the Commission are April Jones (U), Chair; Jo Ann Sorensen (D), Vice Chair; Elizabeth Espinosa Krupa (U), Commissioner; William Leone (R), Commissioner; and Matt Smith (R), Commissioner. The Commission's Executive Director is currently the only staff member.

The Commission is an independent entity under the umbrella of the Colorado Judicial branch. The State Court Administrator's Office (SCAO) provides administrative assistance to the Commission including payroll, accounting and budget assistance, employment services, and technological support at no additional cost to the Commission. The IEC office is located in the Ralph L. Carr

Colorado Judicial Center.

### **III. Evaluation of Performance**

In the years since its inception in 2007 (through June 2018), the Commission has issued 135 opinions (including position statements, advisory opinions, and letter rulings) and reviewed 207 complaints, holding public hearings on eighteen of those matters. As required by the Constitution, the Commission has appointed a member of local government on three separate occasions to serve as the “fifth commissioner”. Overall the Commission continues to maintain a steady yearly workload, striving to address all matters in a timely fashion. The trend for advisory opinions and letter rulings issued by the Commission shows an average number issued in 2016 and 2017, followed by a drop in the first half of 2018. For complaints, the trend is different. From 2015 through 2017 the Commission saw a greater number of complaints filed than usual, roughly doubling typical complaint volume. While the first half of 2018 shows a possible return to typical complaint volume, the Commission continues to process some of the complaints filed during the earlier high-volume years.

A chart summarizing Commission activities since 2008 is attached as Appendix A.

### **IV. Other Activities**

The Commission remains committed to outreach and training for all employees and officials under its jurisdiction, as well as community groups interested in the work the Commission does. The Commission issued an ethics handbook in 2011 and issued second and third editions in 2013 and 2016, respectively. Since its initial release this handbook has been provided to the members of the General Assembly, employees of state agencies, appointees to local and state boards and commissions (through the Governor’s Office of State Boards and Commissions), and county and municipal employees and officials through Colorado Counties, Inc. (CCI) and the Colorado Municipal League (CML). An electronic version of the handbook is also available on the Commission’s website.

The Commission remains committed to training and outreach as an efficient and cost-effective way of ensuring that public officials and employees understand and appreciate their ethical obligations, as well as those required by the Colorado Revised Statutes and Article XXIX.

### **V. Ongoing Strategic Plan and Goals**

The Commission’s primary goal is to continue to perform its duties under the Constitution in a fair, balanced, and timely manner. The Commission’s ongoing objectives are as follows:

- 1) Continue to respond to requests for advisory opinions and letter rulings promptly and, where possible, issue general guidance to covered individuals through position statements. In responding to requests for advisory opinions and letter rulings, the Commission's goal is to achieve resolution of requests within 30-60 days, as indicated in previous strategic plans. For the period January 1, 2017, through June 30, 2018, the IEC issued 11 opinions, with an average resolution period of 55 days, with the longest period being 405 days and the shortest being just four days. Only one opinion took longer than 60 days to resolve, requiring consideration over multiple meetings and depending heavily on the IEC's prior resolution of important jurisdictional questions. Excluding this one outlier, the Commission resolved opinions in an average of 20 days.
- 2) Review complaints as quickly as possible. The Commission strives to achieve timely review of complaints following initial filing. Between January 1, 2017, and June 30, 2018, the Commission addressed each complaint that was filed within an average of 57 days from the date of filing. This includes three complaints that were resolved via written order; these three complaints on average took 497 days per complaint to resolve. The remaining complaints were resolved, on average, in under 34 days, with a median of 22 days.

Any person may file a complaint with the IEC.<sup>1</sup> Although parties may choose to be represented by counsel, some elect to participate in complaint proceedings on a *pro se* basis. Thus, the Commission strives to be flexible in its hearing requirements, while being mindful of due process protections for all participants. For example, the Commission regularly allows parties who live outside the metro area to appear by telephone if needed. Additionally, Commission staff works with the parties to explain the complaint process, impart an understanding of the IEC's operations and mandate, and clarify the IEC's procedures and available remedies. Commission staff cannot render legal advice, but is nonetheless available to answer questions about navigating the process.

The IEC has made improvements to its complaint process, including updating the guidance provided to complainants on the IEC website and in its complaint form. The IEC is now using electronic complaint filing to facilitate the filing process for complainants.

The IEC expects that, for FY 2019 and possibly FY 2020, there may be extended time frames required to resolve some complaints involving important jurisdictional issues.

- 3) Continue the ongoing commitment to outreach and education, including in areas of the state outside the Denver metro area, to ensure that all covered individuals receive ethics training and/or information soon after they are hired and thereafter on a routine basis.

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<sup>1</sup> Colo. Const. Art. XXIX, § 5(3)(a).

The Commission has long believed that education and outreach are a fundamental component of its overall mission. Covered individuals should know what is expected of them and what ethical standards will apply to the performance of their duties. In addition, community outreach and availability to citizens is essential, so they know their concerns are being heard. The IEC committed in previous years to growing the outreach and public education component of its mandate. Between January 1, 2017, and June 30, 2018, the IEC completed nine training and/or outreach sessions, reaching an estimated 500 individuals.

- 4) Increase access to the Commission proceedings for covered individuals and citizens outside the Denver metro area. This remains an ongoing area of concern for the Commission, to ensure access to its proceedings to all those who may be interested. The IEC has experimented with video live-streaming and audio transmission of its meetings to the public and archiving the recordings. However, audio-visual transmission to promote public participation remains an ongoing challenge: professional production is cost-prohibitive; and one staff member is insufficient to assist with meetings while operating audio-visual equipment and preserving the Constitutional requirement to maintain as confidential select portions of the proceedings.

Additionally, the Commission has made appearance by telephone a possibility for complainants, respondents, witnesses, opinion requesters, attorneys, and other members of the public. Allowing telephone appearances has worked well and has provided meaningful options for participants.

## **VI. Additional Issues**

### **Budget Status/Adjustments.**

In FY 2018, the Commission reverted \$21,674 to the general fund from its program cost allocation. Although there was no technical legal services reversion due to the state's elimination of the Oregon Plan, the Commission overspent its legal services allocation by \$30,717. The elimination of the Oregon Plan helped the Commission weather a year of substantially increased caseloads and training requirements in the Office of the Attorney General.

If the Joint Budget Committee approves a common policy (salary survey and merit) adjustment, the Commission would like to apply the adjustment to the Executive Director position.

## **VII. Conclusion**

For FY 2020 the Commission seeks to maintain its budget at approximately the same level as FY 2019.

## **Appendix A**

<b>Year</b>	<b>Meetings</b>	<b>Opinions</b>				<b>Complaints</b>	<b>Hearings</b>	<b>Trainings</b>
		<b>AO</b>	<b>LR</b>	<b>PS</b>	<b>Total</b>			
2008	24			3	3	4	0	2
2009	25	9	5	7	21	14	1	6
2010	20	16	2	1	19	9	3	7
2011	13	12	0	1	13	12	1	34
2012	13	9	1	2	12	7	2	14
2013	21	10	0	0	10	14	3	4
2014	21	17	2	0	19	24	1	3
2015	12	12	2	1	15	35	3	19
2016	18	7	4	1	12	27	4	1
2017	11	8	1	0	9	50	2	6
1/1/18- 6/30/18	6	2	0	0	2	11	1	3
<b>Total</b>	<b>184</b>	<b>102</b>	<b>17</b>	<b>16</b>	<b>135</b>	<b>207</b>	<b>21</b>	<b>99</b>

**LEGEND:**

**AO** = Advisory Opinion

**LR** = Letter Ruling

**PS** = Position Statement

**Meetings** include all in person meetings and telephonic meetings.

**FY 2019-20 Budget Request - INDEPENDENT ETHICS COMMISSION****Schedule 2**

	Total Funds	FTE	General Fund	Cash Funds	Reappropriated	Federal
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**FY 2016-17 Actual Expenditures**

10. Independent Ethics Commission	\$299,714	1.0	\$299,714	-	-	-
<b>Total For: FY 2016-17 Actual Expenditures</b>	<b>\$299,714</b>	<b>1.0</b>	<b>\$299,714</b>	<b>-</b>	<b>-</b>	<b>-</b>

**FY 2017-18 Actual Expenditures**

10. Independent Ethics Commission	\$326,993	1.0	\$326,993	-	-	-
<b>Total For: FY 2017-18 Actual Expenditures</b>	<b>\$326,993</b>	<b>1.0</b>	<b>\$326,993</b>	<b>-</b>	<b>-</b>	<b>-</b>

**FY 2018-19 Initial Appropriation**

10. Independent Ethics Commission	\$340,396	1.0	\$340,396	-	-	-
<b>Total For: FY 2018-19 Initial Appropriation</b>	<b>\$340,396</b>	<b>1.0</b>	<b>\$340,396</b>	<b>-</b>	<b>-</b>	<b>-</b>

**FY 2019-20 Elected Official Request**

10. Independent Ethics Commission	\$383,227	1.0	\$383,227	-	-	-
<b>Total For: FY 2019-20 Elected Official Request</b>	<b>\$383,227</b>	<b>1.0</b>	<b>\$383,227</b>	<b>-</b>	<b>-</b>	<b>-</b>

# Independent Ethics Commission

## Schedule 3A

FY 2016-17 Actual Expenditures	Total Funds	FTE	General Fund	Cash Funds	Reappropriated	Federal
<b>Program Costs</b>						
HB 16-1405 General Appropriation Act (FY 2016-17)	\$188,007	1.0	\$188,007	-	-	-
<b>FY 2016-17 Final Appropriation</b>	<b>\$188,007</b>	<b>1.0</b>	<b>\$188,007</b>	-	-	-
<b>FY 2016-17 Expenditure Authority</b>	<b>\$188,007</b>	<b>1.0</b>	<b>\$188,007</b>	-	-	-
<b>FY 2016-17 Actual Expenditures</b>	<b>\$171,777</b>	-	<b>\$171,777</b>	-	-	-
<b>FY 2016-17 Reversion (Overexpenditure)</b>	<b>\$16,230</b>	<b>1.0</b>	<b>\$16,230</b>	-	-	-
<i>FY 2016-17 Actual Expenditures Personal Services Allocation</i>	<i>\$153,432</i>	-	<i>\$153,432</i>	-	-	-
<i>FY 2016-17 Actual Expenditures Total All Other Operating Allocation</i>	<i>\$18,345</i>	-	<i>\$18,345</i>	-	-	-
<b>Legal Services</b>						
HB 16-1405 General Appropriation Act (FY 2016-17)	\$171,090	-	\$171,090	-	-	-
<b>FY 2016-17 Final Appropriation</b>	<b>\$171,090</b>	-	<b>\$171,090</b>	-	-	-
EA-02 Other Transfers	(\$43,024)	-	(\$43,024)	-	-	-
<b>FY 2016-17 Expenditure Authority</b>	<b>\$128,066</b>	-	<b>\$128,066</b>	-	-	-
<b>FY 2016-17 Actual Expenditures</b>	<b>\$127,937</b>	-	<b>\$127,937</b>	-	-	-
<b>FY 2016-17 Reversion (Overexpenditure)</b>	<b>\$129</b>	-	<b>\$129</b>	-	-	-
<i>FY 2016-17 Actual Expenditures Total All Other Operating Allocation</i>	<i>\$127,937</i>	-	<i>\$127,937</i>	-	-	-
<b>Total 10. Independent Ethics Commission</b>						
<b>FY 2016-17 Final Appropriation</b>	<b>\$359,097</b>	<b>1.0</b>	<b>\$359,097</b>	-	-	-
<b>FY 2016-17 Expenditure Authority</b>	<b>\$316,073</b>	<b>1.0</b>	<b>\$316,073</b>	-	-	-
<b>FY 2016-17 Actual Expenditures</b>	<b>\$299,714</b>	-	<b>\$299,714</b>	-	-	-
<b>FY 2016-17 Reversion (Overexpenditure)</b>	<b>\$16,359</b>	<b>1.0</b>	<b>\$16,359</b>	-	-	-



**Independent Ethics Commission****Schedule 3B**

<b>FY2017-18 Actual Expenditure</b>	<b>Total Funds</b>	<b>FTE</b>	<b>General Fund</b>	<b>Cash Funds</b>	<b>Reappropriated</b>	<b>Federal</b>
<b>Program Costs</b>						
SB 17-254 FY 2017-18 General Appropriation Act	\$193,089	1.0	\$193,089	-	-	-
<b>FY 2017-18 Final Appropriation</b>	<b>\$193,089</b>	<b>1.0</b>	<b>\$193,089</b>	<b>-</b>	<b>-</b>	<b>-</b>
FY 2017-18 Final Expenditure Authority	\$193,089	1.0	\$193,089	-	-	-
FY 2017-18 Actual Expenditures	\$171,415	-	\$171,415	-	-	-
FY 2017-18 Reversion (Overexpenditure)	\$21,674	1.0	\$21,674	-	-	-
<i>FY 2017-18 Personal Services Allocation</i>	<i>\$158,747</i>	<i>-</i>	<i>\$158,747</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>FY 2017-18 Total All Other Operating Allocation</i>	<i>\$12,668</i>	<i>-</i>	<i>\$12,668</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>Legal Services</b>						
SB 17-254 FY 2017-18 General Appropriation Act	\$155,578	-	\$155,578	-	-	-
<b>FY 2017-18 Final Appropriation</b>	<b>\$155,578</b>	<b>-</b>	<b>\$155,578</b>	<b>-</b>	<b>-</b>	<b>-</b>
FY 2017-18 Final Expenditure Authority	\$155,578	-	\$155,578	-	-	-
FY 2017-18 Actual Expenditures	\$155,578	-	\$155,578	-	-	-
FY 2017-18 Reversion (Overexpenditure)	-	-	-	-	-	-
<i>FY 2017-18 Total All Other Operating Allocation</i>	<i>\$155,578</i>	<i>-</i>	<i>\$155,578</i>	<i>-</i>	<i>-</i>	<i>-</i>
<b>Total 10. Independent Ethics Commission</b>						
FY 2017-18 Final Expenditure Authority	\$348,667	1.0	\$348,667	-	-	-
FY 2017-18 Actual Expenditures	\$326,993	-	\$326,993	-	-	-
FY 2017-18 Reversion (Overexpenditure)	\$21,674	1.0	\$21,674	-	-	-

**Independent Ethics Commission****Schedule 3C**

FY2018-19 Initial Appropriation

Total Funds FTE General Fund Cash Funds Reappropriated Federal

**Program Costs**

HB18-1322 FY 2018-19 Long Appropriation Act	\$198,696	1.0	\$198,696	-	-	-
<b>2018-19 Initial Appropriation</b>	<b>\$198,696</b>	<b>1.0</b>	<b>\$198,696</b>	<b>-</b>	<b>-</b>	<b>-</b>

**FY 2018-19 Personal Services Allocation****\$173,696 1.0 \$173,696 - - -****FY 2018-19 Total All Other Operating Allocation****\$25,000 - \$25,000 - - -****Legal Services**

HB18-1322 FY 2018-19 Long Appropriation Act	\$141,700	-	\$141,700	-	-	-
<b>2018-19 Initial Appropriation</b>	<b>\$141,700</b>	<b>-</b>	<b>\$141,700</b>	<b>-</b>	<b>-</b>	<b>-</b>

**FY 2018-19 Total All Other Operating Allocation****\$141,700 - \$141,700 - - -****Total 10. Independent Ethics Commission**

HB18-1322 FY 2018-19 Long Appropriation Act	\$340,396	1.0	\$340,396	-	-	-
<b>2018-19 Initial Appropriation</b>	<b>\$340,396</b>	<b>1.0</b>	<b>\$340,396</b>	<b>-</b>	<b>-</b>	<b>-</b>

**FY 2018-19 Personal Services Allocation****\$173,696 1.0 \$173,696 - - -****FY 2018-19 Total All Other Operating Allocation****\$166,700 - \$166,700 - - -**

**Independent Ethics Commission****Schedule 3D**

FY2019-20 Budget Request	Total Funds	FTE	General Fund	Cash Funds	Reappropriated	Federal
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**Program Costs**

FY 2019-20 Starting Base	\$198,696	1.0	\$198,696	-	-	-
TA-01 IEC Common Policy Adjustments	\$5,972	-	\$5,972	-	-	-
FY 2019-20 Base Request	\$204,668	1.0	\$204,668	-	-	-
FY 2019-20 Elected Official Request	\$204,668	1.0	\$204,668	-	-	-

Personal Services Allocation	\$179,668	1.0	\$179,668	-	-	-
Total All Other Operating Allocation	\$25,000	-	\$25,000	-	-	-

**Legal Services**

FY 2019-20 Starting Base	\$141,700	-	\$141,700	-	-	-
TA-01 IEC Common Policy Adjustments	\$36,859	-	\$36,859	-	-	-
FY 2019-20 Base Request	\$178,559	-	\$178,559	-	-	-
FY 2019-20 Elected Official Request	\$178,559	-	\$178,559	-	-	-

Personal Services Allocation	\$36,859	-	\$36,859	-	-	-
Total All Other Operating Allocation	\$141,700	-	\$141,700	-	-	-

**Total 10. Independent Ethics Commission**

FY 2019-20 Starting Base	\$340,396	1.0	\$340,396	-	-	-
TA-01 IEC Common Policy Adjustments	\$42,831	-	\$42,831	-	-	-
FY 2019-20 Base Request	\$383,227	1.0	\$383,227	-	-	-
FY 2019-20 Elected Official Request	\$383,227	1.0	\$383,227	-	-	-

Personal Services Allocation	\$216,527	1.0	\$216,527	-	-	-
Total All Other Operating Allocation	\$166,700	-	\$166,700	-	-	-

**Schedule 14B**

Line Item Object Code Detail		FY 2016-17 Actual		FY 2017-18 Actual		FY 2018-19 Appropriation		FY 2019-20 Elected Official Request	
		Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE

**10. Independent Ethics Commission**

**Program Costs**

**Personal Services - Employees**

Object Group	Object Group Name						
FTE_ROLLUP	Total FTE		1.0		1.0		1.0
1000_ROLLUP	Total Employee Wages and Benefits	\$153,432		\$158,747		\$173,696	\$179,668

Object Code	Object Name						
1000	Personal Services	-	-		\$173,696		\$179,668
1110	Regular Full-Time Wages	\$114,583		\$117,635		-	-
1510	Dental Insurance	\$747		\$747		-	-
1511	Health Insurance	\$14,761		\$15,790		-	-
1512	Life Insurance	\$106		\$108		-	-
1513	Short-Term Disability	\$218		\$223		-	-
1520	FICA-Medicare Contribution	\$1,585		\$1,629		-	-
1522	PERA	\$11,084		\$11,392		-	-
1524	PERA - AED	\$5,206		\$5,611		-	-
1525	PERA - SAED	\$5,143		\$5,611		-	-

<b>Subtotal All Personal Services</b>		<b>\$153,432</b>	<b>1.0</b>	<b>\$158,747</b>	<b>1.0</b>	<b>\$173,696</b>	<b>1.0</b>	<b>\$179,668</b>	<b>1.0</b>
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**All Other Operating Expenditures**

Object Group	Object Group Name						
2000_ROLLUP	Total Operating Expenses	\$12,324		\$4,558		\$25,000	\$25,000
3000_ROLLUP	Total Travel Expenses	\$6,021		\$8,110		-	-

**Schedule 14B**

		FY 2016-17 Actual		FY 2017-18 Actual		FY 2018-19 Appropriation		FY 2019-20 Elected Official Request	
Line Item	Object Code Detail	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE
Object Code	Object Name								
2000	Operating Expense	-		-		\$25,000		\$25,000	
2231	Information Technology Maintenance	\$73		\$95		-		-	
2253	Rental of Equipment	\$796		\$1,005		-		-	
2510	In-State Travel	\$12		\$245		-		-	
2512	In-State Personal Travel Per Diem	-		\$44		-		-	
2513	In-State Personal Vehicle Reimbursement	\$70		\$202		-		-	
2520	In-State Travel/Non-Employee	\$1,586		\$1,538		-		-	
2521	In-State/Non-Employee - Common Carrier	-		\$350		-		-	
2523	In-State/Non-Employee - Personal Vehicle Reimbursement	\$4,241		\$3,717		-		-	
2531	Out-Of-State Common Carrier Fares	\$111		\$0		-		-	
2550	Out-Of-Country Travel	-		\$750		-		-	
2551	Out-Of-Country Common Carrier Fares	-		\$1,192		-		-	
2552	Out-of-Country Personal Travel Reimbursement	-		\$73		-		-	
2680	Printing And Reproduction Services	\$54		\$0		-		-	
2820	Purchased Services	-		\$190		-		-	
3110	Supplies & Materials	\$69		\$16		-		-	
3118	Food and Food Service Supplies	\$1,683		\$2,109		-		-	
3120	Books/Periodicals/Subscriptions	\$36		\$0		-		-	
3121	Office Supplies	\$437		\$22		-		-	
3123	Postage	\$5,566		\$11		-		-	
3140	Noncapitalizable Information Technology	\$2,857		\$0		-		-	
4100	Other Operating Expenses	\$184		\$75		-		-	
4140	Dues And Memberships	\$445		\$445		-		-	
4220	Registration Fees	\$125		\$590		-		-	
<b>Subtotal All Other Operating</b>		<b>\$18,345</b>		<b>\$12,668</b>		<b>\$25,000</b>		<b>\$25,000</b>	
<b>Total Line Item Expenditures</b>		<b>\$171,777</b>	<b>1.0</b>	<b>\$171,415</b>	<b>1.0</b>	<b>\$198,696</b>	<b>1.0</b>	<b>\$204,668</b>	<b>1.0</b>

**Schedule 14B**

Line Item Object Code Detail		FY 2016-17 Actual		FY 2017-18 Actual		FY 2018-19 Appropriation		FY 2019-20 Elected Official Request	
		Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE
<b>Legal Services</b>									
<b><u>All Other Operating Expenditures</u></b>									
<b>Object Group</b>	<b>Object Group Name</b>								
2000_ROLLUP	Total Operating Expenses	\$127,937		\$155,578		\$141,700		\$178,559	
<b>Object Code</b>	<b>Object Name</b>								
2000	Operating Expense	-		-		\$141,700		\$178,559	
2690	Legal Services	\$127,937		\$155,578		-		-	
<b>Subtotal All Other Operating</b>		<b>\$127,937</b>		<b>\$155,578</b>		<b>\$141,700</b>		<b>\$178,559</b>	
<b>Total Line Item Expenditures</b>		<b>\$127,937</b>	<b>-</b>	<b>\$155,578</b>	<b>-</b>	<b>\$141,700</b>	<b>-</b>	<b>\$178,559</b>	<b>-</b>

## Independent Ethics Commission FTE Detail

Object Code 1110,1111,1210,1211	FY2016-17		FY2017-18	
	Total Funds	FTE	Total Funds	FTE
Position Detail:				
Executive Director	114,583	1.0	117,635	1.0
Total Full-Time/Part-Time Wages	114,583	1.0	117,635	1.0

## INDEPENDENT ETHICS COMMISSION POTS

IEC Salary Pots Request					
	TOTAL FUNDS/FTE FY 2019-20	GENERAL FUND	CASH FUNDS	REAPPROPRIATED FUNDS	FEDERAL FUNDS
<b>I. Continuation Salary Base</b> Sum of Filled FTE as of July 25, 2018 Salary X 12  PERA (Standard, Trooper, and Judicial Rates) Medicare @ 1.45% Subtotal Continuation Salary Base =		FUND SPLITS - From Position-by-Position Tab			
	1.00	100.00%	0.00%	0.00%	0.00%
	\$121,411	121,411	-	-	-
	\$12,627	12,627	-	-	-
	\$1,760	1,760	-	-	-
	\$135,798	135,798	-	-	-
<b>II. Salary Survey Adjustments</b>					
System Maintenance Studies	\$0.00	\$0.00	-	-	-
Across the Board - Base Adjustment	\$0.00	\$0.00	-	-	-
Across the Board - Non-Base Adjustment	\$0.00	\$0.00	-	-	-
Movement to Minimum - Base Adjustment	\$0.00	\$0.00	-	-	-
<b>Subtotal - Salary Survey Adjustments</b>	<b>\$0</b>	<b>\$0.00</b>	-	-	-
PERA (Standard, Trooper, and Judicial Rates)	\$0	\$0.00	-	-	-
Medicare @ 1.45%	\$0	\$0.00	-	-	-
Request Subtotal =	\$0	\$0.00	-	-	-
<b>III. Merit Pay Adjustments</b>					
Merit Pay - Base Adjustments	\$3,648	\$3,648.00	-	-	-
Merit Pay - Non-Base Adjustments	\$0	\$0.00	-	-	-
<b>Subtotal - Merit Pay Adjustments</b>	<b>\$3,648.00</b>	<b>\$3,648.00</b>	-	-	-
PERA (Standard, Trooper, and Judicial Rates)	\$379	379	-	-	-
Medicare @ 1.45%	\$53	53	-	-	-
Request Subtotal =	\$4,080	\$4,080.00	-	-	-
<b>IV. Shift Differential</b>					
FY 2017-18 ACTUAL EXPENDITURES for All Occupational Groups	\$0				
Total Actual and Adjustments @ 100%	\$0	-	-	-	-
PERA (Assumed 10.40% Rate)	\$0	-	-	-	-
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	-	-	-	-
<b>V. Revised Salary Basis for Remaining Request Subtotals</b>					
Total Continuation Salary Base, Adjustments, Performance Pay & Shift	\$125,059	125,059	-	-	-
<b>VI. Amortization Equalization Disbursement (AED)</b>					
Revised Salary Basis * 5.00%	\$6,253	6,253	-	-	-
<b>VII. Supplemental AED (SAED)</b>					
Revised Salary Basis * 5.00%	\$6,253	6,253	-	-	-
<b>VIII. Short-term Disability</b>					
Revised Salary Basis * 0.17%	\$213	213	-	-	-
<b>IX. Health, Life, and Dental</b>					
Funding Request	\$19,139	\$19,139.00	-	-	-
<b>Additional Appropriations Needed for Net to Gross and Increased Employer Contributions</b>	<b>\$304</b>	<b>\$304</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



# IEC Salary Pots Request

Common Policy Line Item	FY 2018-19 Appropriation	GF	CF	RF	FF
Salary Survey	\$3,901	\$3,901	\$0	\$0	\$0
Merit Pay	\$0	\$0	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$6,071	\$6,071	\$0	\$0	\$0
SAED	\$6,071	\$6,071	\$0	\$0	\$0
Short-term Disability	\$206	\$206	\$0	\$0	\$0
Health, Life and Dental	\$17,922	\$17,922	\$0	\$0	\$0
TOTAL	\$34,171	\$34,171	\$0	\$0	\$0
Common Policy Line Item	FY 2019-20 Total Request	GF	CF	RF	FF
Salary Survey	\$0	\$0	\$0	\$0	\$0
Merit Pay	\$4,080	\$4,080	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$6,253	\$6,253	\$0	\$0	\$0
SAED	\$6,253	\$6,253	\$0	\$0	\$0
Short-term Disability	\$213	\$213	\$0	\$0	\$0
Health, Life and Dental	\$19,139	\$19,139	\$0	\$0	\$0
TOTAL	\$35,938	\$35,938	\$0	\$0	\$0
Common Policy Line Item	FY 2019-20 Incremental	GF	CF	RF	FF
Salary Survey	\$0	\$0	\$0	\$0	\$0
Merit Pay	\$4,080	\$4,080	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$182	\$182	\$0	\$0	\$0
SAED	\$182	\$182	\$0	\$0	\$0
Short-term Disability	\$7	\$7	\$0	\$0	\$0
Health, Life and Dental	\$1,217	\$1,217	\$0	\$0	\$0
TOTAL	\$5,668	\$5,668	\$0	\$0	\$0